

PERSON SPECIFICATION - FARM AND ENRICHMENT LEADER

		Essential (E) Desirable (D)	Application (A) Interview (I) Reference (R)
Education and Qualifications			
1.	Animal Management qualification such as NVQ Level 3		A
2.	Qualification suitable in working with children and young people		A
3.	Previous experience of working on a small farm or similar environment		A
4.	Significant experience of working successfully with children and young people (at least 2 years)	D	
5.	Good standard of general education with evidence of qualification and capacity with numeracy and literacy skills	E	A
6.	Experience of delivering education and / or training	D	
7.	Full UK Driving Licence	E	
Key Skills and Abilities			
1.	Demonstrate strong communication skills, both oral and written, including presentational skills.	D	A,I
2.	Ability to work with and care for a variety of animals	D	A,I
3.	Ability to form and maintain good relationships – with students, staff, and	E	A,I
4.	Ability to plan and develop activities and projects related to farm and other enrichment areas		I
5.	Knowledge and understanding of animal care and welfare with proven experience	E	
6.	Some understanding of legal requirements in animal care, including in relation to DEFRA	E	I
7.	Keep accurate records and report and communicate information clearly		I
8.	Ability to lead, inspire and motivate		I
9.	Ability to maintain the farm area ensuring it is kept clean and tidy at all times and in a good state of repair		A,I
10.	Ability to prioritise, plan and organize with attention to detail		A,I
11.	Ability to liaise with and form good working relationships with relevant organisations and entities outside of the MAT		A,I
12.	Computer literate: Microsoft word, Excel, others		A,I
13.	Ability to develop community links		A,I,R
14.	Knowledge of small-scale agriculture and growing different types of plants	D	
15.	Knowledge of conservation practices		I
16.	First Aid trained	D	
Attributes			
1.	Reliable, respectful, responsible and conscientious approach. Demonstrates integrity.	E	A,I,R
2.	Flexibility to deal with the diverse needs of the post including ability to prioritise when balancing a number of different work requirements and projects	E	A,I,R

3.	Establish and maintain appropriate professional relationships with staff and students.	E	A,I,R
4.	Ability to deliver role in all weather conditions	E	
5.	High level of initiative and ability to work independently or as part of a team with a range of staff	E	A,I,R
6.	Sense of humour and equable temperament	E	I,R
7.	Able to remain calm and composed under pressure and work to deadlines	E	I,R
8.	Commitment to and understanding of equal opportunities and safeguarding	E	I,R
9.	Reliable and a good time keeper	E	I,R
10.	Adopts a positive attitude	E	I